High Sick Leave Consumption
Louisville Free Public Library
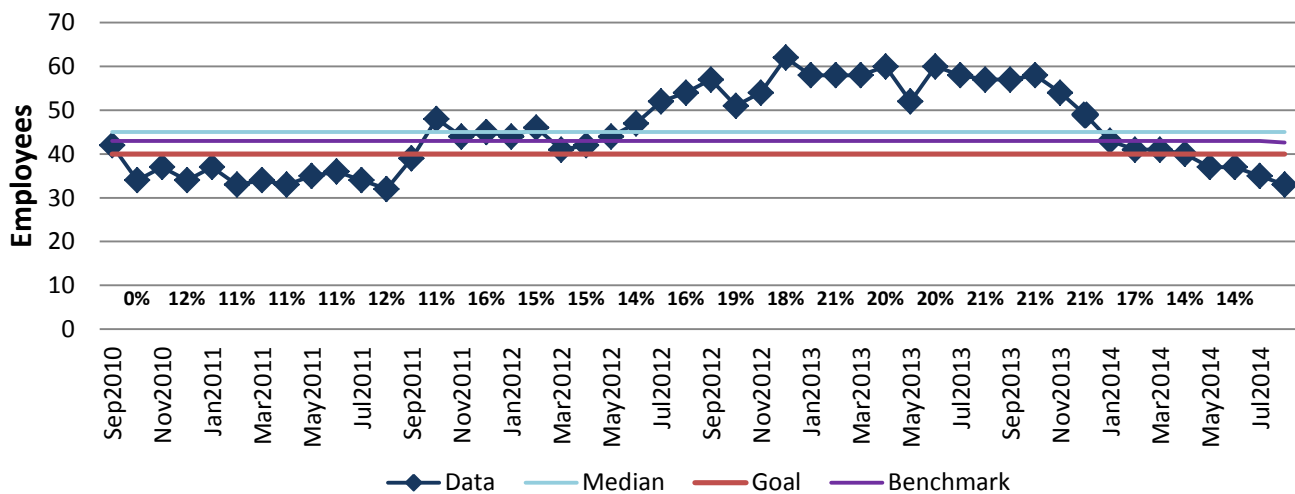
LouieStat

KPI Owner: Belinda Catman		Process: Sick Leave Management	
Baseline, Goal, & Benchmark	**Source Summary**	**Continuous Improvement Summary**	

Baseline, Goal, & Benchmark

Baseline: FY 2010-2012 Avg = 43

Goal: Reduce High Sick Leave Consumption to 40 Employees by June 30, 2015

Benchmark: 15%

Source Summary

Data Source: Payable Time Rpt. Peoplesoft

Goal Source: Library LouieStat Scope Summary

Benchmark Source: OPI Sick Leave Study

Continuous Improvement Summary

Plan-Do-Check-Act Step 8: Monitor and diagnose

Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period

Why Measure: Promote a culture where sick time is used appropriately

Next Improvement Step: Monitor effectiveness of new sick leave policy.

How Are We Doing?

Sep2013-Aug2014 12 Month Goal	Sep2013-Aug2014 12 Month Average		Aug2014 Goal	Aug2014 Actual	
40	**44**	(yellow light)	**40**	**33**	(green light)
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good

Legend: Data, Median, Goal, Benchmark

Percentages below chart: 0% 12% 11% 11% 11% 12% 11% 16% 15% 15% 14% 16% 19% 18% 21% 20% 20% 21% 21% 21% 17% 14% 14%

Sep2013-Aug2014 Pareto Analysis

Category	Number	Individual %
Potential Abuse	9	27%
Employee Not Eligible for FMLA	8	24%
Candidate for Intermittent FMLA	8	24%
Atypical Leave Pattern	2	6%

Legend: Number, Cumulative %, Individual %